

OFF THE RECORD PACKAGE PROPOSAL

The City presents two (2) draft Memoranda of Agreement for the period of 2016 to 2020 as an Off-the-Record Package Proposal without prejudice to its position during on-the-record bargaining. These two draft MOA's constitute one comprehensive package that must be accepted in its entirety.

MEMORANDUM OF AGREEMENT

by and between the
**BOSTON PUBLIC LIBRARY PROFESSIONAL STAFF ASSOCIATION
AND THE CITY OF BOSTON**
in successor contract negotiations

This Memorandum of Agreement ("MOA") is made pursuant to Massachusetts General Laws Chapter 150E between the City of Boston ("City") and the Boston Public Library Professional Staff Association ("the PSA" or "the Union").

On January 18, 2019 [date], the parties reached a tentative agreement subject to ratification by the PSA and approval by the Mayor and Boston City Council of the October 1, 2016 through September 30, 2017 agreement. This one (1) year agreement is the product of successor collective bargaining to the October 1, 2013 to September 30, 2016 agreement between the City and PSA. This MOA shall be effective for the period from October 1, 2016 through September 30, 2017.

This one (1) year agreement shall not take effect unless and until the Union has ratified, the mayor has approved, and the City council has funded, the subsequent three (3) year agreement covering the period from October 1, 2017 through September 30, 2020.

Except as expressly provided below, the parties agree that the terms and provisions of their Collective Bargaining Agreement effective October 1, 2013 through September 30, 2016 shall be extended without modification for the period commencing on October 1, 2016 and ending on September 30, 2017.

1. Article XXII ("Compensation") – Section 1. Provide base wage increases as follows:

Effective FPP January 2017 → 2 % base wage increase.

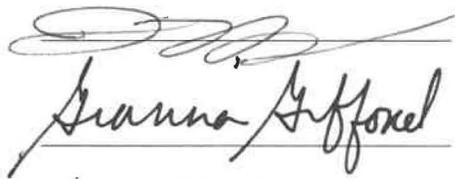
2. Article XXV, ("Duration of Agreement")

Amend the dates contained in Article XXV to reflect a one (1) year contract with a duration from October 1, 2016 through September 30, 2017.

In witness hereof, the City of Boston and the Boston Public Library Professional Staff Association have caused the Agreement to be signed, executed and delivered on the 18th day of January, 2018 9

CITY OF BOSTON



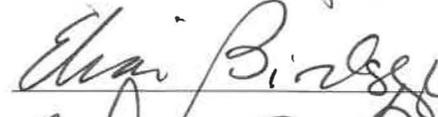

Joanna Gifford

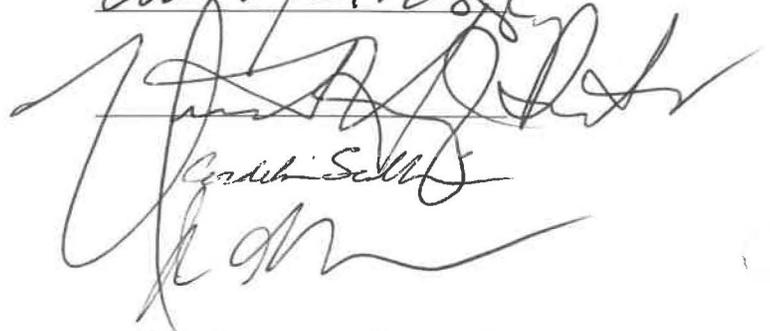

Mick Bon

BOSTON PUBLIC LIBRARY
PROFESSIONAL STAFF ASSOCIATION,


Emily Todd


Karen D. Staff


Chair Birge


Candice Scott




M Schwelb